

## ROOT FOR STATE RIGHTS

### WERE TOO BIG TO BE BOSSED FROM WASHINGTON.

Senator Elihu Root, addressing 800 members and guests of the National Civic Federation at the dinner in the Hotel Astor last night, which closed the two days session of that body, protested against the tendency toward centralization of power in the hands of the Federal Government.

"This country is too great," he said, "its interests are too complicated and its daily affairs of too great a range to be under the purview and regulation of the central Government in Washington. Let the Government exercise its constitutional powers to the fullest limit," said Senator Root in his closing, "but do not let us in our anxiety for efficiency cast away, break down, reject, those limits which are to us the control of our homes, of our own domestic affairs, of our local governments."

The Senator's strong stand in favor of State control of State affairs was one of two events of moment in the after dinner session. The second was the unveiled allusion made by Samuel Gompers, president of the American Federation of Labor, to the condition he now found himself in because of his contempt of the District Court of Washington and the reiteration by him of the inalienable right of a citizen to free speech. Mr. Gompers intimated that, even though standing on the rights of a citizen, he was in an unfavorable light with the people, such a one, if strong in his convictions, could afford to wait the final decision of the highest court upon the justice of his position.

When Seth Low, president of the National Civic Federation, arose in the pulpit of the new banquet hall and rapped for order over the heads of the diners he introduced Darwin P. Kingsley, president of the New York Life Insurance Company, who had just arrived from his address in New York. Mr. Kingsley's talk had a little about the necessity for insuring the workingman against risks of his labor and much against what he termed the iniquities of the Armstrong code for the regulation of insurance companies in this State. He said that there were some clauses in the Armstrong code "which would be a blot on the statute books of a semi-civilized government." Section 96 of the code he cited as the chief of these iniquities, in that it created a monopoly against the insurance companies of the State of New York.

Mr. Kingsley protested that since the insurance business was by its nature a business of the Government, it should be under the regulation of the Federal Government and not be subject to State courts and State control.

"The motives of the men who framed Section 96 of the Armstrong code must always be subject to the cruellest suspicion," said the president of the New York Life, "yet we are to prevent discrimination against the insurance companies of New York."

"I cannot altogether agree with the view taken by Mr. Kingsley," said Senator Root, "as to the propriety of Federal control of insurance by the national Government. If there were no other question but the question of whether the Federal Government should have the right to regulate insurance, it might not be so important. But you cannot confine the proposal to insurance alone. The framework of our Government is based to preserve at once the strength and protection of a great national power and the blessing and the freedom and the personal independence of the self-governing States. It aimed to do that by preserving in the separate States. As we to reform the Constitution, we must do it to the hundred and thousand other things, the interdependence of life, wiping out of State lines, the passing of the right of government, the intermingling of the people of all sections of our country without regard to State lines, creating a situation in which from every quarter of the horizon comes a demand for Federal control of business which is no longer confined within the limits of separate States."

"Are we to reform our constitutional system so as to put Federal control over all the business that passes over State lines? If we do, where is our local self-government? If we do, how is the Federal Government to be able to discharge the duties that will be imposed upon it. Already the Administration, already the judicial branch, already the executive branch of our Government, are driven to the limit of their power to deal intelligently with the subjects that are before them."

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"YOU express my business ideas in the way I would express them myself if I had time," another contented client.

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which may not yet be completely defined. In the clash of interests it may become the duty of some of the standard bearers of certain groups of our citizens to set out to ascertain the truth in respect of what they and their fellow members believe to be the rights of these groups under the laws of our Constitution. And if they act under the advice of men who have won the respect of the nation, and especially if they find division of opinion upon the questions at issue among the judges on the bench, these standard bearers have no choice but to state and to restate their opinions respectfully, yet firmly and even spiritedly, to their fellow citizens, and to carry the issue on to the court of last resort.

"We protest against the conception that a law is broken until it is finally and fully decided what is the law. [Applause.] Those who contribute to making the law clear, definite and settled perform a public service, and in the meantime if the clamor and misrepresentation of opponents lead them to a position before the general public they must wait in patience until the day when the nation has spoken the last word, either through the courts or through the people. There is no prejudice or misconception is not to be expected, or to a change by legislation affecting the points at issue."

T. P. O'Connor, the Irish M. P., had a chance to tell the diners what he thought the possibility was of abstracting from so prosperous appearing an audience a few lilies to carry on the cause of Ireland at home. John Mitchell alluded to the Cherry Hill colliery disaster and said that under the present system of negligence toward preventable disasters twenty miners were killed each day in the United States.

## POWERFUL THOUGH DEAD.

Viceroy Tuan-Fang Deposed for Offense Against Late Dowager Empress.

Special Cable Dispatch to THE SUN.

PEKING, Nov. 23.—Viceroy Tuan-Fang of the Province of Chih-li has been deposed of his office in consequence of his offending the imperial house by causing photographs to be made of the ceremonies attending the funeral of the Dowager Empress and by committing other offenses against the spirit of the dead.

Chen Kuei Lung, Viceroy of Hukwang, will succeed him. Chen Kuei Lung is unpopular and is reputed to be opposed to foreigners and foreign ideas. The deposed Viceroy is a friend of the Regent.

The incident is regarded as an indication of the growing power of the late Dowager Empress's party.

## ANOTHER MULAI IN THE FIELD.

Poor Old Haid Has More Trouble in Holding On to Morocco's Throne.

Special Cable Dispatch to THE SUN.

TANGIER, Nov. 23.—News has been received from Tangier that the troops of Sultan Mulai Hafid have been severely defeated by the Raita tribesmen under Mulai Kebir, the Sultan's brother.

The Raitas, who supported Bu Hamara, the Rhoi, until he was captured, have proclaimed Mulai Kebir Sultan.

## NOTABLE BALKAN VISIT.

Czar Ferdinand of Bulgaria Goes Calling on King Peter of Servia.

Special Cable Dispatch to THE SUN.

BELGRADE, Nov. 23.—Ferdinand, Czar of the Bulgars, is expected here to-morrow on a visit to King Peter.

The event is regarded as forecasting a league of the Balkan States.

## THE GIRL WHO THREW STONES.

College Suffragists on to Washington to Protest in Her Behalf.

Special Cable Dispatch to THE SUN.

The College Equal Suffrage League is sparing no effort to make its Cooper Union meeting on the evening of November 29 the most noteworthy demonstration of the votes for women campaign. In addition to having Mrs. Pankhurst for its star speaker it is planning to pass resolutions calculated to terrify both the Court of St. James and the State Department at Washington.

Mrs. Harriot Stanton Blatch got up the resolutions, and according to the description given yesterday at the headquarters of the Equal League for Self-Supporting Women their tone is most militant. They deal with the case of Miss Paul, an American girl now in an English prison because she slipped a stone or two through a pane of glass in a public building.

"I noticed," said Mrs. Blatch yesterday, "that when William Blatch was going into trouble over in Russia the Government interfered right away. What right has it to neglect women citizens? Miss Paul threw the stone as a matter of political policy and she should therefore be treated as a political prisoner and not as a mere ordinary criminal. It is the business of the United States Government to see that she is so treated, and a special delegation of college girls is going to Washington to present the resolution to the State Department."

## Two Bridge Workers Drowned.

NEWBURYPORT, Mass., Nov. 23.—Two men were drowned and two others narrowly escaped to-day when a small boat upset in the Merrimack River near the Chain Bridge. The drowned men are Davis McKenzie and Dignati Calogero.

The four men formed a part of a gang of men employed in the reconstruction of the bridge. McKenzie was foreman of the gang.

## Correct Dress for Men

ALFRED BENJAMIN & Co's Tailor-made clothes

"Correct Dress for Men," an original phrase of our coining, has been copied far and wide—the phrase, not the policy which it represents.

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\$18 to \$60, ready to wear.

Our haberdashery department offers unusually wide choice—the best qualities only, yet moderately priced.

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George W. Perkins, chairman of the finance committee of the International Harvester Company and the chairman of the industrial insurance commission of the National Civic Federation, presided at the morning session of the federation delegates at the Hotel Astor yesterday.

He read a paper dealing with the system of profit sharing, benefit and pensions for employees adopted by the Harvester company. Since it is recognized among manufacturers that the company has taken the lead in such movements Mr. Perkins' report was listened to with close attention.

"No other concern has put out plans that involved the application of so large a percentage of its profits to such plans," said Mr. Perkins, "but the Harvester company did not do this out of pure philanthropy. It had no intention of passing around a hatful of money that employees might help themselves. It went into these enterprises in a business spirit, believing that the plans would so knit its vast organization together, would so stimulate and develop the esprit de corps as to make it possible for the company to increase its business earnings—and with the spirit of being willing to share this increased success with its organization."

"So far the company has every reason to congratulate itself on the result," Mr. Perkins said. "In all parts of the business, at home and abroad, in the office force, in the factories, in the sales department, everywhere, the average interest of the individual in the business is greater than formerly."

The secret of the success of profit sharing, pension provision and general welfare work among the employees of any manufacturing concern lies not in sentimental philanthropy [Mr. Perkins said. No American workman wants anything for nothing. Either profit sharing and the kindred cooperative schemes between employee and employer are profitable to both or they are profitable to neither and cannot succeed. No plan involving the secret, perhaps unconscious, purpose to benefit the business in question out of proportion to the benefit accruing to the labor employed can succeed permanently, for the selfish motives underlying are bound to work to the surface.

The speaker said that nothing had been evolved to take the place in manufacturing of individual incentive. He continued: "It is therefore of the utmost importance to American business interests of to-day and to-morrow that every man in any given concern be so associated with that concern that he will give the best there is in him to the performance of the duties assigned to him. There is a vast difference between the work that a human being performs in a perfunctory, machine-like manner and the work that he performs with a keen, loyal interest in what he is doing; and in just this difference does success come to the individual and come to a large concern if it be so fortunate as to have a force of individuals who are working with this spirit."

If profit sharing means anything, if providing for old age means anything, if caring for those who become ill or injured while in the service means anything, it should mean the fostering of the interest of men in their work, whether that work be sweeping out the office, shoveling coal or presiding over a great commercial company. In short, it should mean real cooperation between stockholders, managers and employees.

Mr. Perkins outlined the scheme of profit sharing which had been evolved by the International Harvester company and which is now enjoyed by over 4,000 employees of the company. The sharing is arranged on two bases, said he. The first is the distribution of a certain sum set aside each year by the company out of its earnings, the size of this sum depending upon the year's profits. This is distributed on the percentage basis to the workers who make a satisfactory showing during the year. In the sales department the distribution is contingent upon the increased sales by the individuals and the reduction of selling expenses in the works, upon increased production and decreased cost.

Last July 12,000 shares of preferred stock and 15,000 shares of common were offered for sale to the employees below the regular dividends accruing from such stock. The company allows a bonus of \$5 and \$3 respectively on each share of the preferred and common for five years on condition that the holder is in good standing with the company and either has paid up on his stock or is paying for it. Other provisions are made which make the holding of the company's stock by its employees attractive.

The speaker referred to the company's benefit plan, which was distinctive from the profit sharing provisions. He said: "On September 1, 1908, the Employees Benefit Association of the International Harvester Company was inaugurated. This association was organized for the men, and it is to-day run by the men. It is governed by a board of thirty trustees, one-half of whom are elected by ballot. The contribution is 2 per cent. of the employee's wages or salary, and the benefits derived are as follows: Two years' pay for death due to accident; one year's pay for death due to sickness; and half pay for disability due either to sickness or accident, etc."

The membership in the association is purely voluntary, and any one joining and later receiving benefits is not required to waive any legal rights. That this may be a cooperative movement the company's financial records show an annual contribution of \$50,000 to this association, provided the average membership equals 75 per cent. of the employees in the factories and works.

Over 75 per cent. have joined and therefore the company is making its contribution of \$50,000.

The best answer as to whether the men approve of this association is made by stating that 21,000 people are contributing members to it.

In the first fourteen months of its existence over \$200,000 has been disbursed in benefits.

In outlining the pension plan of his company Mr. Perkins said that all employees over 70 years old who have worked for the company twenty years are pensioners, while employees who have reached the age of 65 may voluntarily apply for a pension. All pensions are figured upon the salary the worker received and the length of his employment. The pensions range from \$18 to \$100 a month.

Speaking of the steps taken to prevent accidents to employees Mr. Perkins said: "Special attention is given to protection against injury and to sanitation. The accident hazard is removed, not removed because of the human element; that is beyond the realm of possibility. Therefore the company is trying to arrive at the point where the occupation is surrounded with every known safeguard so that only the man is the hazard. The foreman of each department is impressed with the fact that he is the one who is responsible for the safety of his men, and by securing the cooperation of every one it is hoped to establish a standard that will be of benefit and use to others. Improved sanitary conditions mean better health and better health means better work—and this matter is having the constant attention of the company's management of care."

At the afternoon session of the federation, over which for a part of the time John Mitchell, vice-president of the American Federation of Labor, presided, August Belmont, chairman of the National Civic Federation, presided. The organization provided that the men should have a right to insure themselves for certain fixed rates and certain fixed periods of disability. The company agrees to provide the management of this insurance with a standard that will be of benefit and use to others. Should some untoward circumstance deplete the fund the company would guarantee the payment of every claim.

Mr. Belmont said that at the present time the Interborough Rapid Transit Company, the Interborough had come into this real estate association and that on the first of this month there were 5,297 members. The Interborough Rapid Transit Company was started a total of \$129,454.25 had been paid out in claims from the organization's funds, and of this amount \$47,794 had been contributed by the company.

Others who read papers yesterday were State Commissioner of Labor John Williams, Frederick L. Hoffman of the Prudential Insurance Company, Henry R. Towne, president of the Yale & Towne Manufacturing Company, J. R. Clynes, P. of Oldham, England; Arthur L. Williams of the New York Edison Company, C. U. Carpenter, president of the Herring-Hall-Parsons Safe Company, and William Butterworth of the Deere Company of Moline, Ill.

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